

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case

18-CB-302867

Date Filed

9/6/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Minnesota Nurses Association	b. Union Representative to contact (b) (6), (b) (7)(C)
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102	d. Tel. No. 651-414-2800
	e. Cell No.
	f. Fax No.
	g. e-mail (b) (6), (b) (7)(C) @mnnurses.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On September 1, 2022, the Minnesota Nurses Association informed Allina Health System that the union intends to engage in a strike at United Hospital (St. Paul Campus). As described by the union in its notice, the strike will be an unlawful intermittent strike in violation of Section 8(b)(3) and 8(d) of the Act.

3. Name of Employer Allina Health System	4a. Tel. No. 612-262-5023	b. Cell No.	c. Fax No. 612-262-4164
	d. e-mail timothy.kohls@allina.com		
5. Location of plant involved (street, city, state and ZIP code) United Hospital (St. Paul Campus) 333 North Smith Avenue St. Paul, MN 55102	6. Employer representative to contact Timothy Kohls		
7. Type of establishment (factory, mine, wholesaler, etc.) acute care hospital	8. Identify principal product or service healthcare	9. Number of workers employed 3400 at United Hospital	

10. Full name of party filing charge Allina Health System			
11. Address of party filing charge (street, city, state and ZIP code) 2925 Chicago Avenue South, Minneapolis, MN 55407	11a. Tel. No. 612-262-5023	b. Cell No.	c. Fax No. 612-262-4164
	d. e-mail timothy.kohls@allina.com		

12. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Timothy B. Kohls

(Print/type name and title or office, if any)

2925 Chicago Avenue South, Minneapolis, MN 55407

Date September 4, 2022

Tel. No. 612-262-5023
Cell No.
Fax No. 612-262-4164
e-mail timothy.kohls@allina.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-302870	Date Filed September 6, 2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Minnesota Nurses Association (MNA)		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax. No. 651-695-7000	
		g. e-mail (b) (6), (b) (7)(C)@mnnurses.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3), 8(g) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) MNA represents a bargaining unit of RNs at the hospital identified in item #5 below. The contracts expired on 5/31/2022. MNA has threatened to strike at the hospital beginning at 7:00 a.m. on 9/12/2022. Essentia Health has not received any strike notice from MNA 10 days in advance of the threatened strike relative to its Miller-Dwan Hospital, as required by the Act. MNA also failed to provide timely notice of the parties' dispute to Minnesota Bureau of Mediation Services (BMS), which it did not provide until 9/1/2022. Thus, MNA has failed to comply with §8(g), 8(d)(3) & §8(d)(4) of the Act. Such strike is, therefore, also in violation of §8(b)(3). The Employer is requesting immediate 10(j) injunctive relief to prevent MNA's unlawful strike against this acute care hospital, and the Union must be ordered to cease and desist from commencing a strike until such time as it has complied with §8(g), 8(d)(3) & §8(d)(4).			
3. Name of Employer Essentia Health		4a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)@essentiahealth.org	
5. Location of plant involved (street, city, state and ZIP code) Essentia Health Duluth (Miller-Dwan): 502 E 2nd St, Duluth MN 55805		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care		9. Number of workers employed 5650
10. Full name of party filing charge Essentia Health			
11. Filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C), 407 East Third St., Duluth, MN 55805		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)@essentiahealth.org	
12. DECLARATION		Tel. No. 612.373.8436	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Cell No. 612-805-1265	
/s/ Paul J. Zech		Paul J. Zech, Attorney	
(signature of representative or person making charge)		(Print/type name and title or office, if any)	
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402		Date 9/6/2022	
		Fax No. 612-338-0535	
		e-mail pzech@felhaber.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-302590	Date Filed 9/1/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Minnesota Nurses Association (MNA)		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. 651-414-2800	e. Cell No.
		f. Fax No. 651-695-7000	
		g. e-mail (b) (6), (b) (7)(C)mnnurses.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) MNA represents a bargaining unit of RNs at the hospitals identified in item #5 below. The contracts expired on 5/31/2022. On 9/1/22, Fairview received written notice from MNA that the Union intends to conduct a strike at the hospital, commencing at 7:00 a.m. on 9/12/22. MNA has not provided any notice of the parties' dispute to Minnesota Bureau of Mediation Services (BMS). Thus, MNA has failed to comply with §8(d)(3) & §8(d)(4) of the Act. Such strike is, therefore, also in violation of §8(b)(3). By supporting, encouraging, and commencing a strike in which participating employees will lose their status as employees, MNA is in violation of §8(b)(1)(A). The Employer is requesting immediate 10(j) injunctive relief to prevent MNA's unlawful strike against this acute care hospital, and the Union must be ordered to cease and desist from commencing a strike until such time as it has complied with §8(d)(3) & §8(d)(4).			
3. Name of Employer Fairview Health Services		4a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)fairview.org	
5. Location of plant involved (street, city, state and ZIP code) M Health Fairview University of Minnesota Medical Center, Fairview - West Bank: 2450 Riverside Ave., Minneapolis, MN 55454		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care		9. Number of workers employed 34,000
10. Full name of party filing charge Fairview Health Services			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) 1700 University Ave. W., St. Paul, MN 55102		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)fairview.org	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Paul J. Zech (signature of representative or person making charge)		Tel. No. 612.373.8436 Cell No. 612-805-1265 Fax No. 612-338-0535 e-mail pzech@felhaber.com	
Paul J. Zech, Attorney (Print/type name and title or office, if any)			
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402		Date 9/1/2022	

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-302610	Date Filed September 1, 2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Minnesota Nurses Association (MNA)		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No. 651-695-7000	
		g. e-mail (b) (6), (b) (7)(C)@mnnurses.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) MNA represents bargaining units of RNs at the hospitals identified in item #5 below. The contracts expired on 5/31/2022. On 9/1/22, Essentia Health received written notice from MNA that the Union intends to conduct a strike at both hospitals, commencing at 7:00 a.m. on 9/12/22. MNA has not provided any notice of the parties' dispute to Minnesota Bureau of Mediation Services (BMS). Thus, MNA has failed to comply with §8(d)(3) & §8(d)(4) of the Act. Such strike is, therefore, also in violation of §8(b)(3). By supporting, encouraging, and commencing a strike in which participating employees will lose their status as employees, MNA is in violation of §8(b)(1)(A). The Employer is requesting immediate 10(j) injunctive relief to prevent MNA's unlawful strike against these acute care hospitals, and the Union must be ordered to cease and desist from commencing a strike until such time as it has complied with §8(d)(3) & §8(d)(4).			
3. Name of Employer Essentia Health		4a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)@essentiahealth.org	
5. Location of plant involved (street, city, state and ZIP code) St. Mary's Medical Center, Duluth: 407 E 3rd St, Duluth MN 55805 St. Mary's Hospital, Superior: 3500 Tower Ave., Superior WI 54880		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care		9. Number of workers employed 5650
10. Full name of party filing charge Essentia Health			
11. Filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C), 407 East Third St., Duluth, MN 55805		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)@essentiahealth.org	
12. DECLARATION		Tel. No. 612.373.8436	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Cell No. 612-805-1265	
/s/ Paul J. Zech		Paul J. Zech, Attorney	
(signature of representative or person making charge)		(Print/type name and title or office, if any)	
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402		Fax No. 612-338-0535	
Date 9/1/2022		e-mail pzech@felhaber.com	

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-302569	Date Filed 9/1/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Minnesota Nurses Association (MNA)		h. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. 651-414-2800	e. Cell No.
		f. Fax No. 651-695-7000	
		g. e-mail (b) (6), (b) (7)(C)@mnnurses.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) MNA represents a bargaining unit of RNs at the hospital identified in item #5 below. The contracts expired on 5/31/2022. On 9/1/22, Fairview Southdale received written notice from MNA that the Union intends to conduct a strike at the hospital, commencing at 7:00 a.m. on 9/12/22. MNA has not provided any notice of the parties' dispute to Minnesota Bureau of Mediation Services (BMS). Thus, MNA has failed to comply with §8(d)(3) & §8(d)(4) of the Act. Such strike is, therefore, also in violation of §8(b)(3). By supporting, encouraging, and commencing a strike in which participating employees will lose their status as employees, MNA is in violation of §8(b)(1)(A). The Employer is requesting immediate 10(j) injunctive relief to prevent MNA's unlawful strike against this acute care hospital, and the Union must be ordered to cease and desist from commencing a strike until such time as it has complied with §8(d)(3) & §8(d)(4).			
3. Name of Employer Fairview Health Services		b. Cell No.	c. Fax No.
		d. e-mail (b) (6), (b) (7)(C)@fairview.org	
5. Location of plant involved (street, city, state and ZIP code) Fairview Southdale Hospital: 6401 France Ave. S., Edina, MN 55435		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care	9. Number of workers employed 34,000	
10. Full name of party filing charge Fairview Health Services			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) 1700 University Ave. W., St. Paul, MN 55102		11a. Tel. No. (b) (6), (b) (7)(C)	c. Fax No.
		d. e-mail (b) (6), (b) (7)(C)@fairview.org	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Paul J. Zech (signature of representative or person making charge)		Tel. No. 612.373.8436 Cell No. 612-805-1265 Fax No. 612-338-0535 e-mail pzech@felhaber.com	
Paul J. Zech, Attorney (Print/type name and title or office, if any)			
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402		Date 9/1/2022	

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-302566	Date Filed September 1, 2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Minnesota Nurses Association (MNA)		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. 651-414-2800	e. Cell No.
		f. Fax No. 651-695-7000	
		g. e-mail (b) (6), (b) (7)(C)mmnurses.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) MNA represents a bargaining unit of RNs at the hospital identified in item #5 below. The contract expired on 5/31/2022. On 9/1/22, North Memorial received written notice from MNA that the Union intends to conduct a strike at the hospital, commencing at 7:00 a.m. on 9/12/22. MNA has not provided any notice of the parties' dispute to Minnesota Bureau of Mediation Services (BMS). Thus, MNA has failed to comply with §8(d)(3) & §8(d)(4) of the Act. Such strike is, therefore, also in violation of §8(b)(3). By supporting, encouraging, and commencing a strike in which participating employees will lose their status as employees, MNA is in violation of §8(b)(1)(A). The Employer is requesting immediate 10(j) injunctive relief to prevent MNA's unlawful strike against this acute care hospital, and the Union must be ordered to cease and desist from commencing a strike until such time as it has complied with §8(d)(3) & §8(d)(4).			
3. Name of Employer North Memorial Health Care		4a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)NorthMemorial.com	
5. Location of plant involved (street, city, state and ZIP code) 3300 Oakdale Ave N, Robbinsdale, MN 55422		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care		9. Number of workers employed 5209
10. Full name of party filing charge North Memorial Health Care			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C), 3300 Oakdale Ave. N., Robbinsdale, MN 55422		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)NorthMemorial.com	
12. DECLARATION		Tel. No. 612.373.8424	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Cell No.	
/s/ Meggen E. Lindsay		Fax No. 612-338-0535	
(signature of representative or person making charge)		e-mail mlindsay@felhaber.com	
Meggen E. Lindsay		Date 9/1/2022	
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402			

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PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-302582	Date Filed September 01, 2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Minnesota Nurses Association (MNA)		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. 651-414-2800	e. Cell No.
		f. Fax No. 651-695-7000	
		g. e-mail (b) (6), (b) (7)(C)mnnurses.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) MNA represents bargaining units of RNs at the two hospitals identified in item #5 below. The contracts expired on 5/31/2022. On 9/1/22, Children's received written notice from MNA that the Union intends to conduct a strike at both hospitals, commencing at 7 am on 9/12/22. MNA has not provided any notice of the parties' dispute to Minnesota Bureau of Mediation Services (BMS). Thus, MNA has failed to comply with §8(d)(3) & §8(d)(4) of the Act. Such strike is, therefore, also in violation of §8(b)(3). By supporting, encouraging, and commencing a strike in which participating employees will lose their status as employees, MNA is in violation of §8(b)(1)(A). The Employer is requesting immediate 10(j) injunctive relief to prevent MNA's unlawful strike against these pediatric acute care hospitals, and the Union must be ordered to cease and desist from commencing a strike until such time as it has complied with §8(d)(3) & §8(d)(4).			
3. Name of Employer Children's Minnesota		4a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No. 952-992-6909	
		d. e-mail (b) (6), (b) (7)(C)childrensmn.org	
5. Location of plant involved (street, city, state and ZIP code) 2525 Chicago Avenue South, Minneapolis, MN 55404 --and-- 345 Smith Avenue North, St. Paul, MN 55102		6. Employer representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care	9. Number of workers employed 5000	
10. Full name of party filing charge Children's Minnesota			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) Children's Minnesota, 5901 Lincoln Dr, Edina, MN 55346		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No. 952-992-6909	
		d. e-mail (b) (6), (b) (7)(C)childrensmn.org	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. [This is document #3700774.1] Thomas R. Trachsel, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. 612-339-6321 Cell No. Fax No. 612-338-0535 e-mail	
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402		Date September 1, 2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-302625	Date Filed September 1, 2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Minnesota Nurses Association (MNA)		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. 651-414-2800	e. Cell No.
		f. Fax No. 651-695-7000	
		g. e-mail (b) (6), (b) (7)(C)@mnnurses.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) MNA represents a bargaining unit of RNs employed at Essentia Health - Moose Lake. The parties are in negotiations for an initial collective bargaining agreement. On 9/1/22, Employer received written notice from MNA that the Union intends to conduct a strike commencing at 7 a.m. on 9/12/22. MNA has not provided any notice of the parties' dispute to Minnesota BMS or to FMCS. Thus, MNA has failed to comply with §8(d) of the Act. Such strike is, therefore, also in violation of §8(b)(3). By supporting, encouraging, and commencing a strike in which participating employees will lose their status as employees, MNA is in violation of §8(b)(1)(A). The Employer is requesting immediate 10(j) injunctive relief to prevent MNA's unlawful strike against this acute care hospital, and the Union must be ordered to cease and desist from commencing a strike until such time as it has complied with §8(d) of the Act.			
3. Name of Employer Essentia Health - Moose Lake		4a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)@EssentiaHealth.org	
5. Location of plant involved (street, city, state and ZIP code) 4572 County Road 61, Moose Lake, MN 55767		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care		9. Number of workers employed
10. Full name of party filing charge Essentia Health - Moose Lake			
e and ZIP code) (b) (6), (b) (7)(C), 4572 Cty Rd 61, 55767		11a. Tel. No. 218-485-4481	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)@EssentiaHealth.org	
12. DECLARATION		Tel. No. 612-339-6321	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Cell No.	
/s/ Thomas R. Trachsel	Thomas R. Trachsel, Attorney		
(signature of representative or person making charge)	(Print/type name and title or office, if any)		
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402		Fax No. 612-338-0535	
Date September 1, 2022		e-mail ttrachsel@felhaber.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-302595	Date Filed September 1, 2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Minnesota Nurses Association (MNA)		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. 651-414-2800	e. Cell No.
		f. Fax No. 651-695-7000	
		g. e-mail (b) (6), (b) (7)(C)@mnnurses.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) MNA represents a bargaining unit of RNs at the hospital identified in item #3 below. The contract expired on 6/30/2022. On 9/1/22, St. Luke's received written notice from MNA that the Union intends to conduct a strike at the hospital, commencing at 7:00 a.m. on 9/12/22. MNA has not provided any notice of the parties' dispute to Minnesota Bureau of Mediation Services (BMS). Thus, MNA has failed to comply with §8(d)(3) & §8(d)(4) of the Act. Such strike is, therefore, also in violation of §8(b)(3). By supporting, encouraging, and commencing a strike in which participating employees will lose their status as employees, MNA is in violation of §8(b)(1)(A). The Employer is requesting immediate 10(j) injunctive relief to prevent MNA's unlawful strike against this acute care hospital, and the Union must be ordered to cease and desist from commencing a strike until such time as it has complied with §8(d)(3) & §8(d)(4).			
3. Name of Employer St. Luke's Hospital		4a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)@slhduluth.com	
5. Location of plant involved (street, city, state and ZIP code) 915 East First Street Duluth, MN 55805		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care		9. Number of workers employed 2700
10. Full name of party filing charge St. Luke's Hospital			
filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C), 915 E. 1st Street, Duluth, MN 55805		11a. Tel. No. 218-249-5555	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)@slhduluth.com	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. _____ /s/ Grant T. Collins (signature of representative or person making charge)			Tel. No. 612.373.8436
_____ Grant T. Collins, Attorney (Print/type name and title or office, if any)			Cell No.
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402			Fax No. 612-338-0535
Date 9/1/2022			e-mail gcollins@felhaber.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-302567	Date Filed 9-1-2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Minnesota Nurses Association (MNA)		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. 651-414-2800	e. Cell No.
		f. Fax No. 651-695-7000	
		g. e-mail (b) (6), (b) (7)(C) mnnurses.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) MNA represents a bargaining unit of RNs at the hospital identified in item #5 below. The contract expired on 5/31/2022. On 9/1/22, Fairview received written notice from MNA that the Union intends to conduct a strike at the hospital, commencing at 7:00 a.m. on 9/12/22. MNA has not provided any notice of the parties' dispute to Minnesota Bureau of Mediation Services (BMS). Thus, MNA has failed to comply with §8(d)(3) & §8(d)(4) of the Act. Such strike is, therefore, also in violation of §8(b)(3). By supporting, encouraging, and commencing a strike in which participating employees will lose their status as employees, MNA is in violation of §8(b)(1)(A). The Employer is requesting immediate 10(j) injunctive relief to prevent MNA's unlawful strike against this acute care hospital, and the Union must be ordered to cease and desist from commencing a strike until such time as it has complied with §8(d)(3) & §8(d)(4).			
3. Name of Employer Fairview Health Services - Bethesda Hospital		4a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C) fairview.org	
5. Location of plant involved (street, city, state and ZIP code) Bethesda: 559 N Capitol Blvd, St Paul, MN 55103		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care		9. Number of workers employed 2597
10. Full name of party filing charge Fairview Health Services - Bethesda Hospital			
11. Party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) 1700 University Ave. W., St. Paul, MN 55102		11a. Tel. No.	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C) fairview.org	
12. DECLARATION		Tel. No. 612.373.8424	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Cell No.	
/s/ Meggen Lindsay (signature of representative or person making charge)		Meggen Lindsay, Attorney (Print/type name and title or office, if any)	
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402		Fax No. 612-338-0535	
Date 9/1/2022		e-mail mlindsay@felhaber.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-302569	Date Filed 9/1/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Minnesota Nurses Association (MNA)		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. 651-414-2800	e. Cell No.
		f. Fax No. 651-695-7000	
		g. e-mail (b) (6), (b) (7)(C)mnnurses.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) MNA represents a bargaining unit of RNs at the hospital identified in item #5 below. The contracts expired on 5/31/2022. On 9/1/22, Fairview Southdale received written notice from MNA that the Union intends to conduct a strike at the hospital, commencing at 7:00 a.m. on 9/12/22. MNA has not provided any notice of the parties' dispute to Minnesota Bureau of Mediation Services (BMS). Thus, MNA has failed to comply with §8(d)(3) & §8(d)(4) of the Act. Such strike is, therefore, also in violation of §8(b)(3). By supporting, encouraging, and commencing a strike in which participating employees will lose their status as employees, MNA is in violation of §8(b)(1)(A). The Employer is requesting immediate 10(j) injunctive relief to prevent MNA's unlawful strike against this acute care hospital, and the Union must be ordered to cease and desist from commencing a strike until such time as it has complied with §8(d)(3) & §8(d)(4).			
3. Name of Employer Fairview Health Services		4a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)fairview.org	
5. Location of plant involved (street, city, state and ZIP code) Fairview Southdale Hospital: 6401 France Ave. S., Edina, MN 55435		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care		9. Number of workers employed 34,000
10. Full name of party filing charge Fairview Health Services			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) 1700 University Ave. W., St. Paul, MN 55102		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)fairview.org	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Paul J. Zech (signature of representative or person making charge)		Paul J. Zech, Attorney (Print/type name and title or office, if any)	
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402		Date 9/1/2022	
		Tel. No. 612.373.8436	
		Cell No. 612-805-1265	
		Fax No. 612-338-0535	
		e-mail pzech@felhaber.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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